



ST. IGNATIUS CATHOLIC PRIMARY SCHOOL

EXCELLENCE • UNITY • SERVICE

EQUALITY POLICY

Governors' Committee Responsible:
Staff Member:
Review Period:
Date policy approved:
Date for review:

FGB
Mrs H Murphy/Mrs E O'Neill
Annually
Spring Term 2025
Spring Term 2027

Signed by:

Headteacher:
Date: 25/2/25

Chair of Governors: Mr Gavin Davies/ Fr Christian De. Lisle

Date: 25/2/2035

1. POLICY STATEMENT

“Let us ask God to prepare our hearts to encounter our brothers and sisters. Let’s create a ‘culture of encounter’. This means that we approach, speak, listen and come to know and understand one another, in all our diversity... We need to think of ourselves more and more as a single family living in a common home. Each of us bringing the richness of our faiths and beliefs, each of us with our own voice, brothers and sisters all.”

Pope Francis, Fratelli Tutti

As a Catholic School, it is vital that every member of the school community is included, valued and respected. We believe that our diverse community thrives through God’s love and that we are all brothers and sisters of the same family.

Everything we do is underpinned by our values, including kindness, perseverance, honesty, inclusivity and respect. We reflect, ‘what would Christ do?’ and strive to ‘live’ our mission to learn and serve with Christ by our side.

“Achieving our best by learning together and serving one another.”

This policy is designed to enable all members of the school community to love one another, by living and working together in a supportive way. It aims to promote an environment where everyone feels happy, safe and secure.

As part of a diverse community, we have a duty to ensure that our children celebrate their own identity and respect and celebrate the identity of others, treating everyone with love and dignity. This is lived through our value of inclusivity, rich and broad assembly themes and an annual cultures week.

2. AIM OF THE POLICY (INTENT)

At St Ignatius, we welcome our duties under the Equality Act 2010. The school’s duties in regards to equality are:

- Improve awareness of and eliminating discrimination
- Fostering good relationships
- Advancing equality of opportunity

To advance equality of opportunity we will:

- Remove or minimise disadvantages
- Take steps to meet different needs
- Encourage participation where it is disproportionately low

Our definitions of EDI are:

- Equality – to treat people fairly as we are all created in the image of God, therefore we have equal dignity and should experience equal opportunity to reach our potential. We aim to provide equity as all children require different supports and approaches to progress as they are all individuals.
- Diversity – empowering people to appreciate what makes them different and diverse. Diversity allows for the exploration of those differences in a safe, positive and nurturing environment
- Inclusion – embrace all people to celebrate their values as individuals

Protected characteristics make up the part of a person’s identity that makes them who they are. Such aspects or characteristics are protected from discrimination. Everyone in Britain is protected from unlawful behaviour by the Equalities Act. We will not discriminate against, harass or victimise any pupil, prospective pupil or other member of the school community because of their:

- Sex
- Age
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Marriage or civil partnership (for employees)

These are encompassed for the children through our school values and British values .

We recognise that these duties reflect international human rights' standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998. In developing our policy, we have therefore also taken them into consideration.

To meet our general duties, listed above, the law requires us to carry out some specific duties to demonstrate how we meet the general duties. These are to:

- Publish Equality Information – to demonstrate compliance with the general duty across its functions (We will not publish any information that can specifically identify any individual)
- Prepare and publish equality objectives which we will review on an annual basis
- Consult all our stakeholders in the development of our equality objectives and report on progress against our objectives on an annual basis

To do this effectively we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school, but we will also analyse available data relating to the context of our local community, including hate crime data and demographic information.

We aim to promote equality and appreciation for diversity, whilst eradicating prejudicial incidents for pupils and staff. We are committed to increasing understanding and appreciation for diversity as we believe that a greater success can be achieved for pupils and staff by realising the uniqueness of individuals.

3. IMPLEMENTATION OF THE POLICY

We aim to create a prejudice-free environment where individuals feel confident and proud to be themselves and everyone respects the uniqueness of others within the school community. This is achieved by:

- Respect and empathy for others explicit in policies and expectations in school life
- Fostering good relationships across all characteristics between people who share a protected characteristic and people who do not share it
- Encouraging compassion and open-mindedness
- Creating a shared sense of belonging
- Always treating members of the school community fairly and consistently
- Developing an understanding of diversity and its benefits
- Adopting an inclusive attitude where the experiences of individuals are sought
- Adopting an inclusive curriculum that is accessible to all whereby equality is promoted and diversity is celebrated
- Observe good equalities practices, including staff recruitment, retention and development
- Removing or minimising existing inequalities and barriers
- Ensuring that pupils, parents and other stakeholders are consulted and involved widely in the provision made by the school
- Monitoring the achievement of pupils by race, gender and disability and using the data to support pupils, raise standards and ensure inclusive teaching

We are committed to providing a balanced and fair curriculum. We believe our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure our pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts are delivered in a way that prevent discrimination and promotes inclusive attitudes.

We also recognise that our work on equality is central to the successful promotion of fundamental British values, especially in relation to the values of respect and tolerance and the rule of law. We will therefore ensure that our curriculum helps to prepare pupils for life in modern Britain. We will work proactively to address all forms of prejudice and discrimination, including derogatory and discriminatory language. We will mainly do this through the delivery of our statutory RSE / PSHE Curriculum. We will also utilise all other subject areas to foster positive relations and to ensure that we consciously cultivate opportunities to challenge stereotypes and support positive identity development for all our pupils.

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate investigation and action is taken and a resolution is put into place which is both fair and firm. It will be reported and documented on CPOMS and Surrey Prejudicial Reports.

Equality and non-discrimination extends to all members of the school community. We lead by example and expect all employees to act in accordance with this policy.

To enable transparency, information will be published to demonstrate compliance with the general duties, at least annually. This may include school performance data, anti-bullying policies, curriculum materials and parent and pupil surveys. It can also refer to national and other surveys and benchmarking. Where there are gaps or concerns, the school may decide to collect more information in order to provide a complete picture of the school, shape objectives, address inequality and inform decision making. We will not publish any information that can specifically identify any individual

We will also publish at least one, although not usually more than four, specific and measurable equality objectives, at least every four years within the School Development Plan. This will always try to use information about pupils with protected characteristics to promote positive outcomes and mitigate adverse effects. It will secure consistency, enable effective self-evaluation and support robust and rigorous school improvement.

4. IMPACT OF THE POLICY

Our pupils are empathetic, considerate and respectful of others. They celebrate their own identity as children of God and the God-given identity of other people within their community. They are exposed to the diversity of the world around them and aware of what constitutes discriminatory behaviour. Our pupils are eager to reach their full potential and are provided with role models that show the successes of all groups of people, enabling them to knock down barriers and be just, fair champions for those whose voice is diminished.

5. ROLES AND RESPONSIBILITIES

Staff members responsible for Equality, Diversity and Inclusion: Mrs H Murphy (Headteacher) and Mrs E O'Neill (Deputy Headteacher).

The Governors will ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents. They will ensure that the published equality information is updated at least every year and that the objectives are reviewed and updated at least every 4 years. The Governors will delegate responsibility for monitoring the achievement of the objectives to the Deputy Headteacher.

The **Equality Link Governor** is Fr Christian de Lisle and he will meet with relevant staff members annually to discuss any issues and how these are being addressed. He will also ensure they're familiar with all relevant legislation and the contents of this document as well as attend appropriate equality and diversity training. It is also their responsibility to report back any issues to the Governing Body.

The Leadership Team is accountable for the implementation of the policy. The **Deputy Headteacher** will promote knowledge and understanding of the equality objectives among staff and pupils. She will monitor success in achieving the objectives and report back to governors. She will promote knowledge and understanding of the equality objectives among staff and pupils and meet with the equality link governor every year to raise and discuss any issues. She will identify any staff training needs and deliver training as necessary.

Staff, including teachers, support staff and volunteers, will be responsible for ensuring that the policy and procedures are followed, and consistently and fairly applied. All staff receive refresher training regularly. Staff have a key role in developing the positive attitudes required to make this policy effective and must report and record any discrimination or prejudice that they witness or experience.

Parents and carers will support and uphold the principles of this policy. St Ignatius Catholic Primary School aims to work in partnership with parents at all times.

Children will be expected to take responsibility for their own behaviour and will be made fully aware of the school policy, procedures and expectations. Students also have a responsibility to ensure that incidents of discrimination are reported.

The **EDI Working Party** (when established) will consist of members of the staff and parents and will create discussions and offer challenge to ensure that the objectives are fully met within the school experience. They will offer insight into areas of equality to be addressed and will question the experiences of children to ensure that diversity is celebrated and visible.

The Equality Policy should be read in conjunction with the following policies:

- Anti Bullying
- SEND and Inclusion
- Child protection and Safeguarding
- Online Safety
- Equality Information & Objective Statement